



**STONE LODGE**  
SCHOOL

**Deputy Head Teacher**

**Salary: L18 – L22 (including London Fringe allowance)**



## The Post

We are seeking to appoint a **Deputy Head Teacher** to join us in our co-educational community school based in North Kent. The ideal candidate will be a creative and innovative leader, and will possess a keen drive to make a real difference to our students.

Our school is one of three secondary schools which together form Endeavour MAT. Whilst the school first opened in September 2019 with just four forms in Y7, it will expand to an eight-form entry school in future years, with plans to grow a 6<sup>th</sup> Form in partnership with our two Wilmington Grammar schools.

We fully expect Stone Lodge School to join the two established partner Grammar schools within Endeavour MAT in securing an excellent track record for GCSE results, as our students move towards Key Stage 4.

The school has already proved to be very popular, with staff, students and parents alike, and we are excited to be expanding and welcoming further opportunities to join our existing staff team. At a time of exciting growth within the school, we are seeking to appoint an individual who has relevant leadership experience, a positive attitude and who is used to managing change to help scale up the excellence that already been embedded.

It is essential that applicants have excellent teaching and analysis skills as they will be responsible for leading Heads of Department in using data to shape curriculum and refine quality first teaching. The post holder will have ultimate responsibility for standards in Key Stages 3 and 4.



## Job Description

Job Title	<b>Deputy Head Teacher</b>
Salary	<b>L18 – L22 depending on experience (incl London Fringe Allowance).</b>
Responsible to:	<b>Head Teacher</b>

### Overall Job Purpose

To ensure achievement is exceptional and that the quality of teaching and learning, data analysis and curriculum design assist all staff in achieving this aim. As sole Deputy Head Teacher, the postholder will be responsible for leading the school in the Head Teacher's absence.

### Main Duties and Responsibilities

The specific nature and balance of the key tasks and responsibilities will vary according to the needs of the school and the strengths of the post holder.

In general, the Deputy Headteacher will be expected to:

- Contribute to the internal organisation, management and leadership of the school
- Play a decisive and key role in determining the strategic direction of the school
- Deliver highly effective personal Teaching and Learning and develop staff to secure the same
- Lead and manage Assistant Head Teachers and middle leaders
- Quality assure Departments
- Contribute to relationship building within the local community and especially across the consortium and with partner schools
- Present to Governors, as required, on areas of specific responsibility
- Deputise, when necessary for the Head Teacher

Whilst every effort has been made to explain the main duties and responsibilities of the post, the list of tasks is not exhaustive. Employees will be expected to comply with any reasonable request from a manager to undertake work of a similar level that is not specified in this job description.

The school will endeavour to make any necessary reasonable adjustments to the job and the working environment to enable access to employment opportunities for disabled job.

***As a Trust we are fully committed to safeguarding and promoting the welfare of children and expect all staff and volunteers to share this commitment. All offers of employment are subject to an Enhanced DBS check.***

## Person Specification

Area	Essential	Desirable
Education and Qualifications	<ul style="list-style-type: none"> <li>• Good degree and teaching qualification</li> <li>• Qualified teacher status</li> <li>• Evidence of professional development relevant to the role</li> <li>• Masters' Degree, NPQSL or evidence of willingness to carry out further study to similar level</li> </ul>	<ul style="list-style-type: none"> <li>• Masters' Degree in Senior Leadership or NPQSL</li> </ul>
Experience and skills	<ul style="list-style-type: none"> <li>▪ Outstanding classroom teacher and tutor</li> <li>▪ Development work with colleagues using highly developed mentoring or coaching skills</li> <li>▪ Sustained performance securing excellent student outcomes</li> <li>▪ Evidence of successful leadership of an aspect of curriculum or pastoral related strategy</li> <li>▪ Experience of initiating, leading and/or contributing to a whole school or wider community issue which sits outside a generic job description and/or comfort zone</li> <li>▪ Confident user of technology as a management tool</li> <li>▪ Experience of working with or within more than one school</li> </ul>	<ul style="list-style-type: none"> <li>▪</li> </ul>
Knowledge and skills	<ul style="list-style-type: none"> <li>▪ Able to communicate effectively, both orally and in writing and for a range of audiences</li> <li>▪ Able to demonstrate effective planning and teaching skills</li> <li>▪ Able to present confidently to a large group of students or staff</li> <li>▪ Able to work with others to achieve common goals and to support staff and students in maintaining high standards</li> <li>▪ Able to use / analyse assessment data systems to raise standards</li> <li>▪ Able to provide clear direction and to inspire, motivate and enthuse others</li> <li>▪ Confident in own ability to be effective and to take on challenges</li> <li>▪ Ability to relate well to students, colleagues, parents and Governors, and build networks and collaborations to secure the best outcomes</li> <li>▪ Effective behaviour management</li> <li>▪ Up to date awareness of curriculum development</li> <li>▪ Efficient and effective administrative, organisational and personal management skills</li> </ul>	<ul style="list-style-type: none"> <li>▪</li> </ul>

Special aptitudes	<ul style="list-style-type: none"><li>▪ Clear vision and educational philosophy</li><li>▪ Positive commitment to individual personal development</li><li>▪ Capacity to cope with pressure, to meet deadlines</li><li>▪ Adaptable and amenable with respect to working practices</li><li>▪ Ability to work independently and be a team player</li><li>▪ Understanding of equal opportunities issues and an ability to demonstrate strategies to challenge discrimination and prejudice</li><li>▪ A commitment to inclusive education</li></ul>	

## Career with Endeavour MAT - what we can offer you:

In the competitive world of educational recruitment, we appreciate how important it is for individuals to consider whether there is a natural fit between their personal values and those of the organisation they are anticipating joining, whatever stage of their career they join us.

A significant reward of working within one of our Trust schools is that you will have the opportunity to work with some of the most talented, engaged and motivated students and staff in the country. Our common values of **respect, integrity, determination, equality of opportunity** and **self-management** instil in our students a strong work ethic and our supportive culture provides what many of our existing staff describe as a 'family feel' within our MAT. You will be joining an Academy Trust already established in developing practitioners, and nurturing excellent future leaders, with unrivalled opportunities for progression; whatever your aspirations are as a senior leader.

As well as offering you a competitive salary with pay progression opportunities, and access to a generous pension scheme, there are also many other additional benefits of working within one of our Trust schools, including:

- Being part of a supportive and collegiate staffing team
- Access to a strategic programme of personalised CPD to help you plan your future career
- As a Trust with both selective and non-selective schools, staff secondment opportunities are supported for those seeking to further develop their knowledge and skills
- Access to sponsorship for a range of career enhancing qualifications including National Professional Qualifications (NPQML, NPQSL, NPQH and NPQEL), as well as Masters degrees and much more.
- Staff social events and enrichment opportunities e.g. Art classes, Book Club and Sporting activities
- Opportunities to participate in a varied programme of school trips, including visits to Thailand, Spain, as well as Winter Sports in the USA etc.
- A policy of promoting from within (where possible).
- Access to coaching and mentoring and an assortment of intra school and Trust to Trust collaborative opportunities via our Teaching School Alliance NWKTSA



## Application Process

The closing date for applications is midnight on **Sunday 21<sup>st</sup> February 2021**. Interviews will be held in early March. It is our intention for all candidates to be observed teaching a face-to-face lesson as part of the selection process, however the format of this will be subject to the regulations, and risk assessments appropriate to circumstances at that time.

Early application is recommended as applications will be assessed upon receipt. To apply please visit the Careers & Vacancies page on the school's website [www.stonelodgeschool.co.uk](http://www.stonelodgeschool.co.uk) where you can register your interest and complete our online application form. Please include a supporting statement (on no more than two sides of A4) which should include how you meet the criteria in the person specification and how your skills and experience to date make you an ideal candidate for this post.

We would strongly advise Applicants to experience a virtual visit to our school prior to application, which can be accessed by clicking the links below

[Stone Lodge School Career Opportunities – Head Teacher Introduction - YouTube](#)



[Stone Lodge School Career Opportunities – Meet Our Staff - YouTube](#)



We would normally welcome site visits to the Trust's schools for interested candidates, however, due to the current Covid restrictions we regret that this may not be possible at present. If you would like an informal conversation to discuss the role in more detail, we would be happy to arrange this. Please call Leonie Verbeke-Cain 01322 250340.

A handwritten signature in black ink, appearing to read "Gavin Barnett".

**Gavin Barnett**  
**Head Teacher, Stone Lodge School**